AMENDMENT TO

RULES COMMITTEE PRINT 116–57

OFFERED BY MS. HAALAND OF NEW MEXICO

At the end of subtitle __ of title V, insert the following:

1 **SEC. 5___. PLAN TO IMPROVE RESPONSES TO PREGNANCY**
2   **AND CHILDBIRTH BY MEMBERS OF THE**
3   **ARMED FORCES.**

4   (a) PLAN REQUIRED.—The Secretary of Defense, in
5 coordination with the Secretaries of the military departments,
6 shall develop a plan to ensure that the military ca-
7 reer of a covered member is not unduly affected because
8 of being a covered member. The plan shall include the fol-
9 lowing:

10   (1) Responses to the effects specific to covered
11   members who reintegrate into home life after deploy-
12   ment.

13   (2) Pregnancy discrimination training, includ-
14   ing comprehensive education of new policies to di-
15   minish any stigma towards covered members.

16   (3) Opportunities for surge staffing to supple-
17   ment covered members on parental or medical leave.

1   (4) Reasonable accommodations for covered

2   members in general and specific accommodations

3   based on career field or military occupational spe-

4   cialty.

5   (5) Reissuing school enrollments or special as-

6   signments to covered members on parental or med-

7   ical leave.

8   (6) Extended assignments and performance re-

9   porting periods for covered members on parental or

10   medical leave.

11   (7) A mechanism by which covered members

12   may report harassment or discrimination relating to

13   being a covered member.

14   (b) REPORT.—Not later than 90 days after the date

15 of the enactment of this Act, the Secretary shall submit

16 to the congressional defense committees a report detailing

17 the plan required under this section and a strategy to im-

18 plement the plan.

19   (c) IMPLEMENTATION.—The Secretary of Defense

20 shall complete implementation of the plan under this sec-

21 tion not later than two years after the date of the enact-

22 ment of this Act.

23   (d) COVERED MEMBER DEFINED.—In this section,

24 the term "covered member" means a member of the

25 Armed Forces who—

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1   (1) is pregnant;

2   (2) gives birth to a child; or

3   (3) incurs a medical condition arising from

4 pregnancy or childbirth.

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